



In the main building of the University of Zurich, City Campus. Photo: Markus Weber

# Welcome to UZH

## Information for New Employees

**You have recently taken up your new position at the University of Zurich. We would like to take this opportunity to extend a very warm welcome.**

You are employed not only by the largest university in Switzerland but also by a complex institution that is both highly contemporary and rich in tradition. This is reflected in the University's wide range of research disciplines, in the variety of its institutes and departments, and in its exceptionally rich diversity of professions. You will soon learn that the University has different structures and a different legal form to a privately run organization.

As a new member of the University of Zurich, there is much for you to explore, to experience, and to learn. We hope you enjoy your voyage of discovery. [www.uzh.ch](http://www.uzh.ch)

Dear Newcomer

Welcome to the University of Zurich! You have chosen a dynamic and fascinating place of work – a place where cutting-edge research is conducted and where young people prepare for their professional future with curiosity and excitement.

When I think about the University of Zurich as a place of employment, three key words come to mind. First of all, people: You will soon discover that the University is not an abstract entity but a community that lives from creativity and from the commitment of its members. And this requires involvement from everyone – from researchers, teaching staff, and students, but also from members of the supporting staff. They all play their own important role and contribute to UZH's overall success.

The second key word is space. UZH is proud of its attractive, conveniently located buildings, its laboratories, its lecture halls, and its excellently equipped offices. These include the virtual spaces of UZH, where we have mainly met in the last weeks. And when I say space, I am also thinking about the free space essential to every university. Academic freedom ensures that scholars can research and teach what they, as experts in their field, believe is important and valuable. A certain amount of space should also be allowed for in leadership and administrative processes: As an employer, UZH grants its staff the freedom they need for developing initiative and a sense of responsibility.

And finally, the third key word: Diversity. UZH is not only by far the largest university in Switzerland, it also offers the widest spectrum of subjects and brings together people from very differing disciplinary, cultural, and linguistic backgrounds. Diversity is an enrichment and an important pre-requisite for any discerning form of scholarship. Just as biological diversity increases the productivity of ecosystems, the coexistence and collaboration of different minds enhances the system of academic learning.



Prof. Dr. Michael Schaepman, President Photo: Frank Brüderli

And now you too are part of our diverse community. I sincerely hope that you will soon feel at home in the physical and virtual spaces of the University of Zurich, that you will meet many interesting people, and that you, with your unique skills, will have plenty of opportunities to make your personal mark.

A handwritten signature in blue ink, appearing to read 'M. Schaepman', written in a cursive style.

Prof. Dr. Michael Schaepman  
President

<http://www.uzh.ch/about/basics/mission.html>  
<http://www.uzh.ch/about/basics/strategy.html>

### Selected Policies from the University of Zurich Mission Statement

To flourish, scholarship must be free from external influences, constraints, and ideological pressures. The University of Zurich is committed to unrestricted freedom in research and teaching. Academic freedom calls for a high degree of responsibility, including reflection on the ethical implications of research activities for humans, animals, and the environment.

As Switzerland's largest university, the University of Zurich promotes diversity in both scholarship and in the fields of study offered. The University fosters free dialogue, respects the individual characteristics of the disciplines, and advances interdisciplinary work.

UZH has successfully positioned itself among the world's foremost universities. The University attracts the best researchers and students, and promotes junior scholars at all levels of their academic career.

Governance at UZH is based on the principles of subsidiarity, participation, transparency, and balanced interests. The inclusion of an appropriate representation of students and staff in decision-making processes is an expression of shared responsibility.